



PRIVACY POLICY FOR APPLICANTS

We are very pleased that you are interested in a vacancy of one of the affiliated companies within the b-plus Group. We attach great importance to the security of your personal data and would like to inform you in the following about their processing.

1 Controller

In principle, b-plus GmbH, as a service provider for the companies within the b-plus Group, is responsible for managing your application. The controller in terms of data protection law is nevertheless the company of the b-plus Group for which the respective job is advertised or the b-plus GmbH if you send us an unsolicited application. Companies within the b-plus Group are currently:

- + **b-plus GmbH**, Ulrichsberger Straße 17, 94469 Deggendorf
- + **b-plus automotive GmbH**, Ulrichsberger Straße 17, 94469 Deggendorf
- + **b-plus mobile control GmbH**, Ulrichsberger Straße 17, 94469 Deggendorf
- + **b-plus technologies GmbH**, Ulrichsberger Straße 17, 94469 Deggendorf

Further information, such as details of the persons authorized to represent the company, can be found at any time in the [imprint](#) on our homepage.

For general questions regarding data protection you can also contact [datenschutz\(at\)b-plus.com](mailto:datenschutz(at)b-plus.com). We have also appointed a Group Data Protection Officer. You can reach him by sending an e-mail to [DSB\(at\)b-plus.com](mailto:DSB(at)b-plus.com).

2 Purpose of the data processing and nature of the data processed

In order to be able to carry out the application procedure, we will process the personal data that you have provided us with your application. These are regularly general data about your person (name, address, contact details, etc.), information about your professional qualifications, as well as other data that you want to send us.

If you use our online form for your application, we ask for your understanding that the general data concerning your person is designed as mandatory information in order to ensure correct communication with you.

Furthermore, we recommend that within the scope of your application, you only provide us with personal data that is necessary to complete the application.

3 Legal basis for the processing

Legal basis for the processing of the personal data provided by you in this application procedure is Section 26 Federal Data Protection Act (BDSG). This allows the processing of data necessary for the decision to establish an employment relationship.

Should the data be necessary for legal prosecution after the application process has been completed, data processing may be carried out on the basis of the requirements of Art. 6 GDPR, in particular to safeguard legitimate interests in accordance with Art. 6 section 1 lit. f) GDPR. Our interest then consists in the assertion or defence of claims.

4 Sources of the processed data

We process the personal data that you have sent us in the course of contacting us or applying for a vacancy via the online portal, directly by e-mail, by post or in any other way.

5 How long will your personal data be stored?

If we are unable to make a positive decision on your application, your data will be deleted after 6 months.

It may be, that you are expressly asked for your consent, in the event of further storage of your personal data so that we can transfer your data to our talent pool. If you grant us this consent, which can be revoked at any time, your data will be deleted after two years.

Should your application procedure lead to a hiring, we will transfer your application documents to your personnel file on the basis of Art. 6 (1) sentence 2 lit. b) GDPR, Section 26 BDSG, for the purpose of carrying out the employment relationship. In this case, we will inform you in a separate data protection declaration about the further processing purposes and the relevant deletion periods.

6 To which recipients will the data be forwarded?

As soon as we receive your application, it will be processed by our Human Resources Department.

This department then forwards suitable applications to the department managers within our company group who are responsible for staffing the vacancy. If it is a unsolicited application, it will be forwarded to the relevant department managers. Therefore, only those persons within the b-plus Group who are responsible for the respective personnel selection process have access to your data.

In addition, we use special software for applicant management. The provider of this software may act as a service provider for us and therefore, in connection with the maintenance and servicing of the software, it cannot be excluded that this provider may become aware of your personal data. We have concluded a so-called data processing agreement with this provider, which ensures that data processing is carried out in a legally permissible manner.

We process your personell data in Germany. A transfer to a third country does not take place.

7 Automated decision-making

There will be no automated decision-making.

8 Your rights as an "affected person"

Insofar as we process your personal data, you are entitled to various claims against us under data protection law.

You have the right,

- + to be informed about the personal data stored about your person and its origin, the purpose of processing, as well as the recipients or categories of recipients of your personal data (Art. 15 GDPR),
- + under certain conditions, to demand correction, blocking (restriction of processing) or deletion of your personal data from us (Art. 16 -18 GDPR)
- + to request the transfer of your data to another responsible body (Art. 20 GDPR) and
- + to complain to us or to a data protection authority about the data processing (Art. 77 GDPR). The data protection authority responsible for us is the Bavarian State Office for Data Protection Supervision (BayLDA).

Right to object

Insofar as the processing of your personal data is carried out in accordance with Art. 6 para. 1 lit. f) GDPR in order to safeguard legitimate interests, you have the right, pursuant to Art. 21 GDPR, to object to the processing of such data at any time for reasons arising from your particular situation. We will then no longer process this personal data unless we can prove compelling reasons for processing worthy of protection. These must outweigh your interests, rights and freedoms, or the processing must serve to assert, exercise or defend legal claims.

Please note that the revocation is only effective for the future. Processing operations that took place before the revocation are not affected. Please also note that we may need to retain certain data for a certain period of time to comply with legal requirements.



We will fulfil all the rights to which you are entitled, free of charge and as quickly as possible. For this and all other questions, please contact us directly using the contact details given at the beginning of this document or contact our data protection officer.

In the case of a request for information that is not made in writing, we ask for your understanding that we may then require evidence from you that proves that you are the person you claim to be.

9 Changes to the privacy policy

In order to ensure that this privacy policy always complies with the current legal requirements, we reserve the right to make changes at any time.